



A&P Assembly Meeting Minutes

CASIC Building – Room 109

Wednesday, October 31st, 2018 at 3:00 P.M.

Order of Business

- I. **Present:** Robert Kulick, Mark Bransby, Lawrence Hamberlin, BreAunna Mckenzie, Paige Patterson, Mike Stover, Brooke Patton, Anna Thompson, , Joy Vrbka, David Bess, Torey Palmer, Joshua Henderson, Shelly Nemeroff, Branden Farmer, Clint Lovelace, Stephen Gulley, Shirley Carter, Jeanie Harry, Robert Holm, Tyler Adams, Katie Lee

Absent: Claire Wilson, Tim Blackmon

II. Approve Minutes

- A motion to approve the minutes was made by Mark Bransby and it was seconded by Mike Stover

III. Speakers

- **Ms. Ann Shore, Executive Director, Payroll, Benefits & Records**
 - o The theme is ready, set, enroll
 - o We can now due open enrollment online
 - o They have buttons to advertise the new online system
 - o Open enrollment begins on November 1, 2018 and ends on November 30, 2018
 - o Unless it is a qualifying event you cannot change your benefits after November 30, 2018
 - o We have a passive enrollment so if you don't want to make changes you don't have to do anything
 - o However, you are required to re-enroll in the flex plans
 - o You can log in through AU access and it has a signal sign on
 - o There will be three ways to complete open enrollment

- Self-enroll: Complete the application yourself
- Call center: You can call in to speak with a benefits specialist
- Benefit enrollers: Licensed insurance people that can help you complete the process
- The benefit enrollers will be available at the benefits fair and several days at the Human Resources office
- There are only three healthcare changes this year
- We have a rate increase of 3% to all levels of premiums
- This is a monthly increase of \$3.25 to \$15.45 based on salary tier and type of coverage
- Premium is deducted on a pre-tax basis
- The out of pocket limit has changed to \$7,900 for single coverage and \$15,800 for family coverage
- The third change is that our tier 5 prescriptions have changed. Instead of the \$120 co-pay its now a 25% co-insurance up to \$800 maximum per prescription before application of coupon(s)
- We are offering a new voluntary benefit called critical illness insurance. Provides a lump sum benefit of either \$10,000 or \$30,000. This covers other things besides cancer such as a heart attack, stroke, etc...
- Guaranteed issue regardless of health status (12-month pre-existing condition applies)
- We have two new cancer plans and these are group plans
- Increased initial diagnosis benefit is increasing on both plans and will have a guaranteed issue regardless of health status
- If currently enrolled in group cancer plan, you may keep your current plan
- Payroll deduction will not be continued with the old cancer plans
- We offer term or whole life insurance with a guaranteed issue
- Long-term disability coverage through The Standard is provided to all full-time, benefit-eligible employees who have been employed at least one year
- Provides 60 percent of pre-disability eligible income: Minimum \$100/month: Maximum \$7000/month
- We two new additional options for long-term disability
 - New employees can purchase a group plan at guaranteed issue
 - Employees covered for one year or more can purchase an additional 10% of coverage at guaranteed issue
- You must re-enroll in flexible spending account plans

- Includes Flexible Medical Spending Account up to \$2,650 per employee annually and/or
 - Dependent Care Spending Account for child/elder care expenses up to \$5,000 per household annually
 - Carryover provision on Medical Spending Account allows you to carry up to \$500 of unused Medical Spending Account funds into the next plan year
 - The Retirement Systems of Alabama is required for all eligible employees appointed 50% or more time
 - Tier 1 (prior to January 1, 2013) - 7.50% contribution
 - Tier 2 (after January 1, 2013) - 6.0% contribution
 - Vested after 10 years of service
 - Voluntary retirement includes the 403B and the 457B plans
 - 403B is the taxed deferred annuity plan
 - Employer match for full-time benefit eligible employees up to 5% of compensation, limited to \$1,650 per calendar year
 - Vested after 5 years of eligible service
 - IRS contributions limit for 2018:
 - Under age 50 - \$18,500
 - Over age 50 - \$24,500
 - 457(b) Deferred Compensation Plan
 - Vendors include: Fidelity, TIAA, VALIC, and RSA-1(Division of RSA)
 - No employer match
 - IRS Contribution maximum for 2018:
 - Under age 50 - \$18,500
 - Over age 50 - \$24,500
 - No increase on dental or vision insurance
 - The employee benefits fair will be on November 14, 7 a.m.-5 p.m. at Beard-Eaves-Memorial Coliseum
 - Vendors and campus resources will attend and offer prizes!
 - Benefit enrollers available all day with no appointment required
 - We have an open enrollment webpage to give detailed information for employees on benefits and the enrollment process.: aub.ie/benefits
 - Packets will still be delivered regarding open enrollment
- **Dr. Greg Peden, Director of Pharmaceutical Services, Health Services Harrison School of Pharmacy**

- We are located inside the pharmacy building
- We have two clinics located in Auburn and Montgomery
- We have a pharmacy for students and employees
- Employee Pharmacy
 - The tier 5 medications are the specialty drugs and the coupons used will help with the price change for patients to reduce the financial impact
 - Can be used by AU employees, insured dependents, or retirees
 - It is the preferred pharmacy on the AU health insurance plan
 - Tier 1 generic medications have \$0 co-pay (versus \$10-\$20 at other pharmacies)
 - Tier 2 generic medications have a \$10 co-pay (versus \$20-\$30 at other pharmacies)
- TigerMeds program
 - Decreased co-pay on generic medications
 - Free delivery is offered on-campus
- AUEP Specialty medication program
 - Serves as a local resource for specialty medications
 - Provides education and training
 - Communicates with prescriber
- An on-call pharmacist is available 24/7 for patients and physicians to handle any of your medication emergencies
- We have reserved parking on War Eagle Way for patients of the campus pharmacy
- We offer several services including
 - Medication therapy management
 - Disease state management included pre-diabetes screening and education, “diabetes and you” diabetes program, breathe easy asthma and COPD program, War Eagle Women’s Health Program, Healthy Tigers, Smoking cessation program, Immunization program, Osteoporosis program, weight management program, fitness assessment program, walk at lunch program, and lunch and learns
- We have several collaborative relationships to provide care for our beneficiaries
- We complete research to make sure our services are beneficial

IV. Old Business

- Committee Chairs Report

- The professional development committee chair said that the research on the tuition and benefits for employees will be completed soon. Their committee will also be offering a brown bag session to given employees information about how to become a student to use the tuition benefit offered by the university
 - The welfare committee chair said that the hardship fund is currently at \$12,000. He will be at the benefits fair to talk to employees about the hardship fund. Clint Lovelace is also the chair of the health and benefits subcommittee. This committee will be looking at sick leave, long term disability, dependent tuition, etc....
 - The grievance committee chair said that they are working on creating by-laws for the committee. They went over the policy to educate all committee members
 - The nominations and elections committee chair recently filled a grievance committee vacancy
- **Update from Ad Hoc committees**
- The by-laws and the outreach and community service committee will be meeting soon

V. New Business

- **Benefits Fair – Wednesday November 14th, 7am – 5pm, Beard-Eaves Coliseum**
 - A&P will have a table to advertise the purpose of A&P, the committees available, and the hardship fund
 - We have star stress balls as giveaways for the table
- **Year-end event**
 - It will be on Wednesday December 12th at Pebble Hill, 3pm
 - We are still trying to find a speaker for the event

VI. Executive Committee Report

- We have been planning the upcoming meeting and reporting back the information from our President Leath meetings
- We have discussed that if parking is going up we have encouraged it to move to a monthly fee
- It is encouraged to take the employee shuttle to the benefits fair due to limited parking

VII. Comments from Chair

- He encouraged everyone to vote in the upcoming mid-term elections because it can affect issues important to university employees such as the RSA, etc....

VIII. Open Forum

IX. Adjourned: 4:11 P.M.